

**Annual List of Rule-Making Activity**  
**Rules Adopted January 1, 2014 to December 31, 2014**  
*Prepared by the Secretary of State, pursuant to 5 MRSA, §8053-A, sub-§5*

**Agency name:** Maine Human Rights Commission  
**Umbrella-Unit:** **94-348**  
**Statutory authority:** 5 M.R.S. §4566(7)  
**Chapter number/title:** **Ch. 2**, Procedural Rule  
**Ch. 3**, Employment Regulations of the Maine Human Rights Commission  
**Filing number:** **2014-226, 227**  
**Effective date:** 9/24/2014  
**Type of rule:** Routine Technical  
**Emergency rule:** No

**Principal reason or purpose for rule:**

The principal reason for the changes to Ch. 2 is allow parties to complaints to pay for mediations conducted through the Commission's Third-Party Neutral Mediation Program. The principal reason for the changes to Ch. 3 is to have all of the *Maine Human Rights Act* employment requirements contained in a single document, and to create consistency between state and federal requirements where the underlying statutory provisions are substantively the same.

**Basis statement:**

The changes to Ch. 2, *Procedural Rule*, will allow parties to complaints to pay for mediations conducted through the Commission's Third-Party Neutral Mediation Program. The changes to Ch. 3, *Employment Regulations of the Maine Human Rights Commission*, completely repeal and replace the rule. The rule has not been amended recently, and changes to the applicable law make revisions necessary at this point. The changes update the rule to include the employment provisions of the *Maine Human Rights Act* and provisions in the Equal Employment Opportunity Commission regulations interpreting Title VII of the *Civil Rights Act of 1964*, the *Americans with Disabilities Act*, and the *Age Discrimination in Employment Act*. The intent of the new Rule is to have all of the *Maine Human Rights Act* employment requirements contained in a single document, and to create consistency between state and federal requirements where the underlying statutory provisions are substantively the same.

**Fiscal impact of rule:**

The rules are not expected to have a fiscal impact.